

High Sick Leave Consumption Louisville Free Public Library

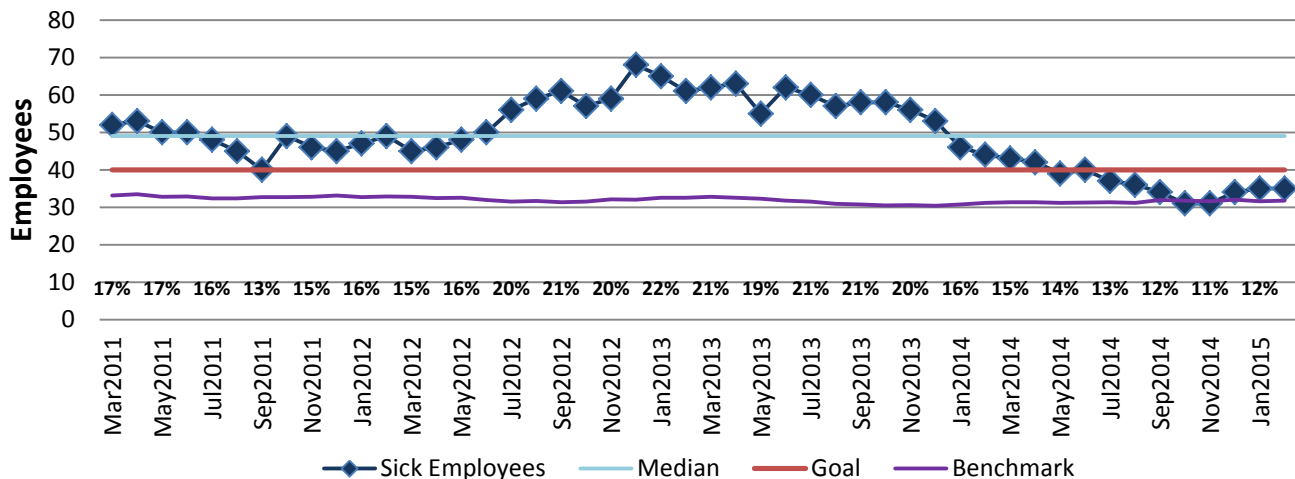
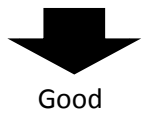


KPI Owner: Belinda Catman

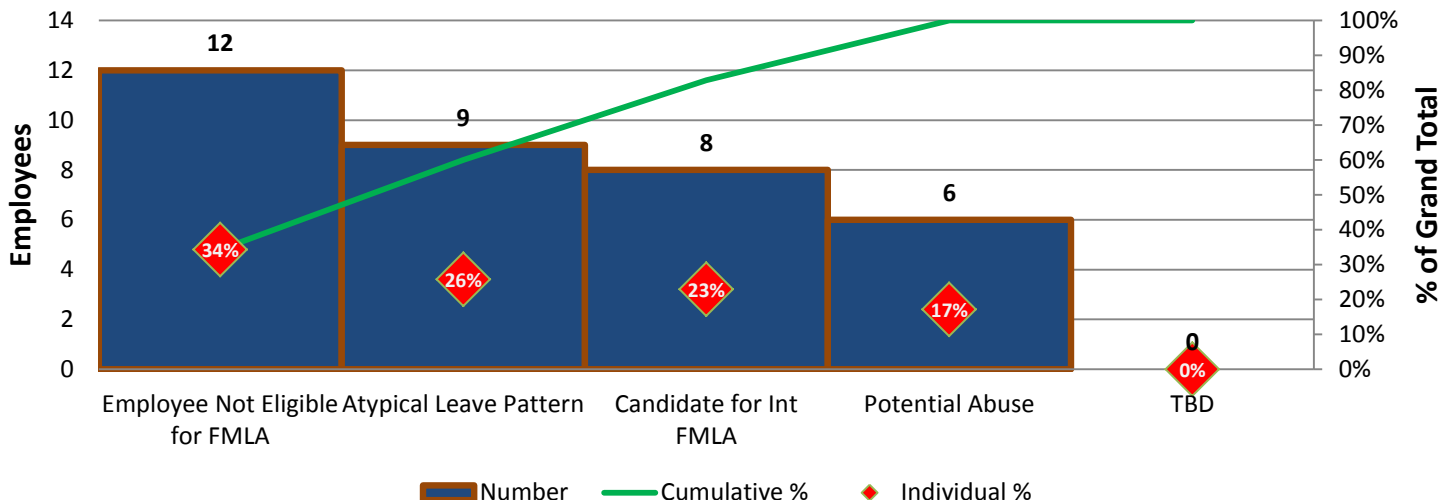
Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: FY 2010-2012 Avg = 43 Goal: Reduce High Sick Leave Consumption to 40 Employees by June 30, 2015 Benchmark: 11% LMG Top Quartile Oct2014		Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Monitor effectiveness of new sick leave policy.		
How Are We Doing?					
Feb2014-Feb2015 12 Month Avg Goal	Feb2014-Feb2015 12 Month Average		Feb2015 Goal	Feb2015 Actual	
40	36		40	35	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



Mar2014-Feb2015 Pareto Analysis



Report Generated: 03/20/2015

Data Expires: 03/24/2015

¹A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract